

Unite has been negotiating on your behalf regarding the outside activities policy for months and although we are pleased that St Mungo's has finally listened to concerns raised by you, it is disappointing that this matter was not resolved much earlier on in the avoidance of dispute procedure.

It is clear that the only reason St Mungo's have decided to implement the changes Unite requested, is because they are starting to realise that you are united as a union group and will not continue to accept threats to your job security, the quality of the services that you provide and detrimental changes to your terms and conditions.

For clarity, the issues which remain in dispute are as follows:

- **St Mungo's breach of the 2013 St Mungo's/Unite junior staffing cap agreement and the resulting threat to job security, Project Worker terms and conditions and service quality.** St Mungo's claim there will be no forced redundancies, but recently project workers in Haringey have had no choice other than to take redundancy as alternative job offers were not suitable. At the same time St Mungo's have claimed that they have found it difficult to recruit project workers in Haringey.
- **St Mungo's refusal to reduce the 16 month monitoring and review period at stage one of the company sickness absence procedure to an acceptable time period.** We also raised that it was unacceptable for you to have to call 2 different people when you are unwell. They have only now withdrawn this requirement (only when you are hospitalised or undertaking pre-planned treatment) because of the strength you have shown as a united union group;
- **St Mungo's unilateral reduction of annual leave entitlement for those of its employees working shifts of more than 7.5 hours' duration.** Changing shift workers leave entitlement was in breach of their terms and conditions and not consulting them when making this change shows that St Mungo's does not value its workers and does not respect the voices of its staff;
- **St Mungo's draconian use of discipline including the failure to utilise informal disciplinary action where appropriate, the inappropriate use of employee suspensions and the high number of dismissals.** Unite requested 3 amendments to the disciplinary policy to change the mind-set of the organisation to dismiss wherever possible but St Mungo's declined to do this;
- **St Mungo's decision this year to withhold pay for employee attendance at union meetings.** This was implemented only this year in an attempt to prevent Unite communicating with its members
- **St Mungo's refusal to provide employee lists to Unite for collective bargaining purposes, in breach of the Unite recognition agreement.** This is another attempt to prevent Unite being able to organise the workforce;
- **St Mungo's sharing of client information with immigration enforcement agencies for deportation purposes without client consent and in the absence of serious risk to those clients or others, damaging St Mungo's' name and its employees' professional integrity and risking the safety of outreach teams; and their refusal to provide assurances with respect to their future conduct in this area;**

Strike action is always a last resort and St Mungo's have a choice to resolve these issues. We are pleased that St Mungo's have agreed to meet at ACAS for conciliation, however, it is also important that we continue to stand strong and united. Unite will continue to prepare to give notice for a ballot for strike action and we now need you take part in the ballot to **make sure your voice is heard and vote yes for strike action.**

In solidarity  
**Unite Reps**